

Personnel General

MILITARY TECHNICIAN COMPATIBILITY

By Order of the Secretaries of the Army and the Air Force:

H STEVEN BLUM
Lieutenant General, USA
Chief, National Guard Bureau

Official:

AUDREY J. LOMAX
Lieutenant Colonel, USAF
Chief, Office of Policy and Liaison

Summary. This regulation prescribes the policies, procedures, and responsibilities governing National Guard military technician compatibility criteria.

Applicability. This regulation applies only to the Army and Air National Guard, Military Technician Program of the 50 States, the Commonwealth of Puerto Rico, Guam, U.S. Virgin Islands, and the District of Columbia, hereafter referred to as states.

Proponent and Exception Authority. The proponent of this regulation is the Chief, National Guard Bureau, Technician Personnel Division. The proponent has the authority to approve exceptions to this regulation when they are consistent with controlling laws and regulation.

Management Control Process. This regulation is not subject to the management control requirements of AR 11-2 (Management Control) and does not contain management control provisions.

Supplementation. Supplementation of this regulation is authorized. One copy of any supplement is provided to the Technician Personnel Division, National Guard Bureau, ATTN: NGB-J1-TN, for coordination.

Suggested Improvements. Users of this regulation are invited to forward comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to NGB-J1-TN, 1411 Jefferson Davis Highway, Arlington, VA 22202-3231.

Distribution. A/F.

Table of Contents

Chapter 1

General Information

- 1-1. Purpose
- 1-2. References
- 1-3. Explanation of Abbreviations and Terms
- 1-4. Responsibilities

Chapter 2

Technician Program Administration

- 2-1. Position Assignments
- 2-2. Implementing Instructions
- 2-3. Compatibility Reporting

References

Glossary

- Section 1 – Abbreviations
- Section 2 – Terms

Chapter 1**General Information****1-1. Purpose**

This regulation prescribes policies, procedures and responsibilities governing Army and Air National Guard military technician compatibility. *Compatibility* is defined as the condition in which the duties and responsibilities of a military technician's full-time civilian position is substantially equivalent to the duties and responsibilities of the technician's military assignment (MTOE/TDA/UMDA). *Compatibility* ensures a highly skilled and trained cadre is available when units are deployed. Capability also ensures a continuity of operation exists before, during, and after deployment periods that leads to enhanced unit readiness as mandated by the Technician Act of 1968 (PL 90-486).

1-2. References

Related publications are listed as noted in the Table of Contents.

1-3. Explanation of Abbreviations and Terms

Abbreviations and special terms used in this regulation are explained in the glossary.

1-4. Responsibilities

a. The Chief, National Guard Bureau (CNGB) Administers the National Guard Technician Program, as re-delegated by the Secretaries of the Army and Air Force, in a manner consistent with approved policies, directives, regulations, and publications of the Army and Air Force.

b. NGB J-1 serves as the primary advisor to the CNGB on all personnel and manpower issues in the National Guard. Provides oversight and has primary responsibility to the CNGB on the human resource technician program development, staffing, and execution of policy, plans, and programs concerning technician compatibility.

c. The Chief, Technician Personnel Division, NGB-J1-TN, is the primary advisor to NGB-J1, commanders, staff, and operating officials on all matters pertaining to National Guard military technicians. Develops, maintains, and establishes policy, plans, and programs concerning compatibility compliance monitoring. Interfaces with field activities, Army National Guard (ARNG) and Air National Guard (ANG) functional managers.

d. The Adjutants General (TAG) supplements and publishes military technician management policies relating to compatibility programs and processes. Monitors the states' compliance with technician compatibility guidelines, policies, directives, and reports to NGB J-1 and Chief, NGB on program effectiveness. Approves compatibility waivers and exceptions to policy within the guidelines of this regulation.

e. Joint Force Headquarters-State, JFHQ (St), J-1 provides oversight and has primary responsibility to The Adjutant General on the state's human resource program development, staffing, and execution of policy, plans, and programs concerning compatibility.

f. The Human Resources Officer (HRO) develops and implements local plans and procedures, reviews authorizations to determine if position changes are appropriate, maintains accountability for military technicians' compatibility, and takes action on members who are not in compatible assignments. HROs will monitor compatibility through the Defense Civilian Personnel Data System (DCPDS). Reviews and provides recommendations to the Adjutant General on compatibility waiver requests. Prepares and maintains compatibility records and provides reports as required by the Adjutant General or NGB-J1-TNS.

g. The Full-Time Support cadre is comprised of the military technicians (dual status) members. They are responsible for ensuring their full-time assignments satisfy compatibility requirements against the applicable military MTOE/TDA/UMDA duty positions.

Chapter 2 **Technician Program Administration**

2-1. Position Assignments.

The National Guard's full-time support program requires that all military technicians are members of the National Guard. They are assigned to full-time positions that correspond to their military assignments. This regulation provides guidance for determining and processing position compatibility. Unless specifically approved by the Adjutant General or Human Resource Officer, the full-time support members are assigned in accordance with this policy and compatibility criteria published by NGB-J1-TN.

a. Military Membership. Dual status military technicians are required to be members of the National Guard, hold the military grades specified for their authorized positions, and wear the uniforms appropriate for the members' grade and component of the armed forces. Unless otherwise noted, all military technicians must continue to maintain proper military membership for the position occupied.

b. Military Assignment. Military technicians are assigned to a military position in the same unit in which they are employed or, in a unit that is supported by the employing activity when authorized by this regulation. This *unit of assignment* requirement is intended to ensure there is a highly skilled and trained support cadre available when units are deployed and to provide continuity of operations before, during, and after deployments. The occupational classification concept (MOS/AFSC) for all full-time support members requires compatible military skills in the full-time assignments. When considering military assignment changes, the members' military chain of command should consider the effect on the members' full-time employment. The full-time support member is the primary occupant of the military position and is not coded as excess. A compatibility waiver is not required when an applicant is selected for a technician position and does not possess the compatible MOS or AFSC. In this situation, the technician is assigned to the compatible MOS or AFSC through a military personnel action even though the skill level may be at the MOS 10 or AFSC 1 level. Compatibility is based upon assignment to the military position rather than MOS and AFSC qualification.

c. Military Grade Inversion. The military structure is preeminent over the full-time structure and military grade inversion within the full-time work force is not permitted. Military grade inversion is inconsistent with the nature and culture of the military. All full-time support members must follow military protocol of the traditional military rank structure. The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Unit of assignment or service component of the individual does not change this requirement.

d. Temporary NTE Appointments for Dual Status Military Technicians. Temporary, not to exceed, appointments are not subject to MOS/AFSC or unit of assignment criteria.

e.. Indefinite Appointments for Dual Status Technicians. Indefinite appointments are subject to MOS/AFSC and unit of assignment criteria policy.

f. Temporary Promotions and Details for Dual Status Technicians. The Adjutant General may approve an exception to permit selection/assignment as an understudy for a key managerial position. The understudy period may not exceed 120 days. When military technicians fill positions through temporary promotions or, if the technician selected is at a lower grade than the position to be filled, the MOS/AFSC compatibility is with the permanent position from which temporarily promoted or detailed.

g. Joint Force Headquarters-State, JFHQ (St). Joint Force Headquarters-State personnel are assigned to military positions authorized for the Joint Force Headquarters when US Army/ US Air Force/NGB allocates JFHQ (St) positions to the state. The Adjutant General may approve exceptions to accommodate full-time support members when their positions are affected by a reorganization or force restructure manpower action. This accommodation is valid only while the incumbent occupies the position and, until he or she is reassigned to a compatible position. Until then, the ARNG and ANG full time support members assigned to the provisional JFHQ (St) are assigned to compatible positions in a unit within the state.

h. ARNG Surface Maintenance Personnel and ARNG Watercraft Support Maintenance Center (WSMC). Surface maintenance personnel employed in a Combined Support Maintenance Shop (CSMS), Maneuver Area Training Equipment Site (MATES), Unit Training Equipment Site (UTES), or Watercraft Support Maintenance Center (WSMC) are assigned to a compatible position in a unit that is supported by the employing activity.

i. ARNG Field Maintenance Shop (FMS). Military technicians employed at FMS are assigned to a compatible position in a supported unit or command. A supported command is defined as any unit that falls under the same parent "AA" Unit Identification Code (UIC) as the unit in which the facility directly supports.

j. ARNG Aviation Facilities. Military technicians, employed at the Aviation Classification Repair Activity Depot (AVCRAD), are militarily assigned to the Table of Distribution and Allowances (TDA) for that organization. Personnel, employed at the Army Aviation Support Facility (AASF), Army Aviation Flight Activity (AAFA), and Army Aviation Operating Facility (AAOF), are militarily assigned to a compatible position in any aviation unit that full time support member is employed to support.

k. ARNG Installation Support Unit (ISU). Military technicians employed at an ISU are assigned to that TDA.

l. General Officer Positions. Military technicians are not in a pay status as a general officer unless assigned as the commander of a tactical combat unit, e.g., ANG Wing Commanders, or ARNG Brigade/Division Commanders. When applicable, the HRO must issue the military technician a notice of separation IAW TPR 715, Voluntary and Nondisciplinary Actions.

2-2. Implementing Instructions

a. The NGB compatibility tables determine the military appointments (officer, warrant officer, enlisted) and MOS/AFSC requirements. These tables are reviewed quarterly and updated as new position descriptions are released or other compatibility changes are approved.

b. Reporting codes, 09R/09S/09W, are compatible for currently employed military technicians while enrolled in ROTC/OCS/WOCS. However, the technician's acceptance of a commission is considered a voluntary action and a career choice. The member's receipt of the military appointment results in termination from his or her military technician employment. The HRO must ensure the 30-day notice requirement is processed to meet the termination requirement. Termination from the military technician's position of employment occurs upon the member's receipt of the temporary federal recognition (ARNG) or, upon graduation from the Academy of Military Studies (ANG).

c. The Adjutant General or designated HRO has authority to manage incompatible assignments within a reasonable period of time. Examples include but are not limited to:

(1) **Military Appointments:** When the military appointment requirement is changed (officer, warrant officer, enlisted) or the military assignment is changed, through no fault of the technician due to position description changes, reorganization, or realignment, the Adjutant General may grant the incumbent an exception to assignment compatibility in that position with his/her current grade. This accommodation is valid only while the incumbent occupies the position and the exception does not cause military grade inversion. However, the HRO must continue efforts to assign the full time support member to a compatible position.

(2) **ARNG Command/Leadership Assignments:** The Adjutant General has the authority to approve MOS and unit of assignment exceptions for the following positions – Commander, First Sergeant, and Command Sergeant Major. Staff assignments are approved for battalion/brigade primary officer and non-commissioned officer (NCO) staff positions. All ARNG command/leadership assignments are for a period not to exceed three (3) years. ARNG full time support members are not allowed more than one command or leadership assignment at the same level, regardless of duty status.

(3) **ANG Command/Leadership Assignments:** The Adjutant General has the authority to approve AFSC and unit of assignment exceptions for the following positions – Commander, Command Chief Master Sergeant and First Sergeant. Command Chief Master Sergeant and First Sergeant position assignments are processed in accordance with ANGI 36-2101 and will not exceed four (4) years.

(4) The Adjutant General has authority to approve unit of assignment exceptions to accommodate military promotions that are essential to military career development. This authority is limited to situations where no military position of the appropriate MOS/AFSC and grade are available for promotion assignment. These exceptions may not exceed three (3) years.

(5) The NGB Functional Manager reserves the authority to approve instances of MOS or AFSC incompatible assignments. For example, if the selecting official desires to use another MOS or AFSC not listed in the Compatibility Tables, then the HRO will coordinate with the appropriate NGB Functional Manager for appropriate action.

d. Except as provided in 2-2.c. (3) and 2-2.c. (4), military technician members must serve in command/leadership assignments within the unit of the full-time employment with the following exceptions:

(1) Joint Force Headquarters-State personnel are militarily assigned to any unit in the state.

(2) Surface maintenance personnel employed in a CSMS, MATES or UTES are militarily assigned to a supported unit.

(3) FMS personnel are militarily assigned to a supported unit. If a compatible position does not exist in the supported unit, the technician is assigned to an element in the supported command as defined in paragraph 2-1i.

(4) AASF, AAOF and AVCRAD personnel are militarily assigned to a supported unit.

e. Military technician incompatible assignments, to include command/leadership assignments, are documented in the Defense Civilian Personnel Data System (DCPDS) to monitor future correction. Military grade inversion is not permitted as a result of a command/leadership assignment. For the period of the command/leadership assignment, ARNG and ANG technicians must continue to perform the daily duties as described in their position descriptions.

f. Military technician compatibility waivers are requested in writing from the selecting official, commander or designated representative and submitted to the HRO, who will coordinate with the appropriate NGB functional manager, and approve or disapprove the waiver on behalf of The Adjutant General.

2-3. Compatibility Reporting

To comply with congressional direction and for gathering accurate data concerning compatible military assignments, each state must maintain accurate records on military technicians' current approved exceptions data and all other incompatible assignment information. Incompatible assignments are documented and monitored through the DCPDS

REFERENCES

AFMAN 36-2105

Officer Classification

AFMAN 36-2108

Enlisted Classification

ANGI 36-101

The Active Guard/Reserve Program

ANGI 36-2101

Assignments Within The Air National Guard

ANGPD 36-1

Full-Time Support (FTS) To The Air National Guard

AR 611-1

Military Occupational Classification Structure Development and Implementation

DA PAM 611-21

Military Occupational Classification and Structure

DoD Directive 1205.18

Full-Time Support (FTS) to the Reserve Components

NGR 600-5

The Active/Guard Reserve program, (AGR) Title 32, Full-Time National Guard Duty (FTNGD)

NGR 600-100

Commissioned Officers - Federal Recognition And Related Personnel Actions

NGR 600-101

Warrant Officers - Federal Recognition And Personnel Actions

NGR 600-200

Enlisted Personnel Management

PL 90-486

The Technician Act of 1968

TPR 715

Voluntary And Non-Disciplinary Actions

GLOSSARY

Section I Abbreviations

AAFA

Army Aviation Flight Activity

AAOF

Army Aviation Operating Facility

AASF

Army Aviation Support Facility

AFSC

Air Force Specialty Code

ANG

Air National Guard

ANGRC

Air National Guard Readiness Center

ANGRC/DP

Air National Guard Readiness Center, Directorate of Personnel

AOC

Area of Concentration

ARNG

Army National Guard

ARNGRC

Army National Guard Readiness Center

AVCRAD

Aviation Classification Repair Activity Depot

CSMS

Combined Support Maintenance Shop

DA

Department of the Army

DCPDS

Defense Civilian Personnel Data System

DoD

Department of Defense

HRO

Human Resources Officer

GLOSSARY *(continued)***Section I** **Abbreviations****ISU**

Installation Support Unit

JFHQ-ST

Joint Force Headquarters-State, JFHQ-St

MATES

Maneuver Area Training Equipment Site

MOS

Military Occupational Specialty

MT

Military Technician

MTOE

Modified Tables of Organization and Equipment (ARNG)

NCO

Non-commissioned Officer

NGB

National Guard Bureau

OCS

Officer Candidate School

OMS

Organizational Maintenance Shop

OPR

Office of Primary Responsibility

OSD

Office of the Secretary of Defense

SPMD

Support Personnel Manning Document (ARNG)

TAG

The Adjutant General

TDA

Table of Distribution and Allowances (ARNG)

TPR

Technician Personnel Regulation

GLOSSARY *(continued)***Section I** **Abbreviations****UMDA**

Unit Manpower Document Active (ANG)

USP&FO

United States Property and Fiscal Office

UTES

Unit Training Equipment Site

ROTC

Reserve Officer Training Corp

WOCS

Warrant Officer Candidate School

WSMC

Watercraft Support Maintenance Center

Section II **Terms****Activity**

A non-mobilization organizational component such as, MATES, CSMS, USP&FO, UTES, OMS, WSMC and AASF. (ARNG only)

Compatibility

The condition in which the duties and responsibilities of a military technician's position are substantially equivalent to the duties and responsibilities of the technician's military assignment (MTOE/TDA/UMDA).

Military Duty Assignment

The paragraph and line number of a position, annotated on a manning document, to which the technician is militarily assigned.

Military Technician / Technician

A federal civil service employee who is granted an excepted appointment as a full-time employee of the Army or Air National Guard; defined as a full-time support member or dual status.

Primary Occupant

The individual assigned to a military duty position as annotated on the unit-manning document.

Supervisor

A supervisor is an individual who directly supervises the technician at their full-time position. The word supervisor is used to encompass the military concept of leadership, rather than meet the Office of Personnel Management (OPM) or traditional labor-relations definitions of a supervisor. Because of the National Guard's unique statutory requirement for a dual status system, an individual selected under the Military Technician Program for a position requiring leadership duties must be senior or equal in military rank to those he or she commands, guides, directs, or leads. A Wage Leader position fulfills the concept of military leadership even though it does not meet OPM's definition of a supervisor.

Section II **Terms** *(continued)*

TAG Exception

An incompatible assignment approved by The Adjutant General that is granted for a specified period of time.

Waiver

An authorized variance to established policy.